MULTIMEDIA UNIVERSITY

STUDENT IDENTIFICATION NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 3, 2015 /2016

BHR2834 – HUMAN RESOURCE MANAGEMENT

(Distance Education)

1 JUNE 2016
2:30 p.m. – 4:30 p.m.
(2 Hours)

INSTRUCTIONS TO STUDENTS

1. This question paper consists of **1 page**, excluding this cover page.

2. There are 5 essay questions. Answer ALL questions in the **answer booklet provided**. Each question is worth 20 marks.

3. The total marks for this exam is **100 marks**.

Question 1

How is internal recruitment different from external recruitment? (5 marks)

Also, what are the pros and cons associated with using internal recruitment sources? (15 marks)

(Total = 20 marks)

Question 2

Discuss the use and effectiveness of two different selection tests, which are cognitive tests and work sampling techniques for employee selection. (10 marks)

Then, provide an example situation whereby both techniques are used to evaluate job applicants. (10 marks)

(Total = 20 marks)

Question 3

The performance appraisal interview is conducted between employees and their superiors to discuss their work performance in the organization. Describe the four basic types of performance appraisal interviews.

(Total = 20 marks)

Question 4

a) Describe how the psychological contract between employers and employees has changed over time. (8 marks)

b) Then, discuss how employers can gain greater commitment from employees through career development efforts. (12 marks)

(Total = 20 marks)

Question 5

a) Describe the various inter-country differences that a company has to consider when operating abroad. (8 marks)

b) Explain how values adopted by top management of any multinational firm would have important impacts on their international staffing policy. Explain the ethnocentric, polycentric, and geocentric management values and how they affect staffing. (12 marks)

(Total = 20 marks)

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